A Study on Personality Development

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ABSTRACT: *Personality development is the process of forming an ordered pattern of actions and attitudes that distinguishes a person. The interplay of temperament, character, and environment continues to shape one's personality. This paper is based on a theoretical foundation. Human beings have a mind and a body, both of which act or behave. Organizational competitiveness and survival are dependent on a person's ability to innovate. This implies that the present study is looking at personality knowledge. Nothing is more essential than 'Personality' in our society, which places a premium on being liked by others. In today's popular culture, personality is seen as an intangible characteristic that determines whether an individual is appealing or repulsive to his followers. This paper tries to understand an individual's personality via theories and literature reviews. This paper also discussed about Personality development, aspects of Personality development, Determinants and types of personality development. In future work, researcher can use this paper as a prior art knowledge.*

KEYWORDS: *Behavior, Extrovert, Introvert, Personality Development, Psychology.*

1. INTRODUCTION

Personality is the sum of an individual's physiology and psychological systems, which determines how she behaves in a particular situation. Human beings have a mind and a body, both of which act or behave. Organizational competitiveness and survival are dependent on a person's ability to innovate[1]. As a result, businesses are placing a premium on their employees' ability to be innovative and personable. As a result, more research is needed into the antecedents, facilitators, and predictors of creative conduct. Innovative behavior is thought to be affected by a variety of personal and internal factors.

1.1 Personality:

Various individuals have different definitions of personality. Personality is defined as a collection of behaviors, cognition, and emotional patterns that develop through time as a result of biological and environmental influences[2]. Personality is such an extensively researched topic among psychologists that it has been designated as a distinct field of psychology. Psychology deals with the study of human nature and the factors that surround the personality. If two people of the same age have different interests, activities, feelings, and thoughts, it means they have something different inside them, which is called personality. All port introduced the same idea of personality in his definitions as the dynamic organizations within the person of those psychophysical systems that determines his unique adjustments to his environment.

1.2 Determinants of personality:

Different philosophers have listened to different factors of personality, and these determinants of personality may be divided into three categories:

1.2.1 Heredity:

Physical stature, facial attractiveness, temperament, sex, and other examples of heredity that are generally influenced by who ones parents are are examples of heredity that are generally influenced by who ones parents are are examples of heredity that are generally influenced by who ones parents are[3].

1.2.2 Environment:

The environment that a child is exposed to has a significant impact on the development of his or her personality. Research has also revealed that parents have a greater impact on the personality development of their children than other family members. The socialization process begins with the first contact between a mother and her new infant[4]. They do, in reality, progressively come into touch with social groups outside of their home/family, such as peers, school buddies, and coworkers. The organization itself plays an important role in socialization.

1.2.3 Situation:

The main determinants of personality are genetics and environment, however the circumstance has an impact on the effect of heredity and environment on personality[5]. And individual personality does vary depending on the circumstance due to the various demands of different situations from different parts of one's personality, for example, the same person behaves very differently while dealing with an employee and when enjoying family life. As a result, personality must be examined in context, not in isolation.

1.3 Types of Personality:

1.3.1 Introvert Personalities:

Introverts who with an introvert orientation are mostly interested in the subjugated world. They go inside and digest their thoughts and ideas within themselves, avoiding social interactions and starting interactions with other group mares.

1.3.2 Extrovert Personalities:

Simply said, extroverts are the polar opposite of introverts. They refer to a person's level of comfort in interacting with others. They represent active assertive talkative outgoing social energetic and ambitious people.

1.4 Judging perceptive personalities:

i. *Judging:* People with judging personalities prefer to stick to a schedule, make decisions, and only have what they need to do their jobs.

ii. *Perceptive:* These are the individuals that like change, want to learn everything about their work, and become too devoted. They are inquisitive and open to new knowledge about a subject or a situation.

1.5 Theories of personality:

Personality theories are distinct from psychology and other disciplines concerned with human behavior. The following are the different types of personality theories:

1.5.1 Psychoanalytic theory:

Sigmund Fraud developed this theory. Its foundation is psychoanalytic theory. Which is based on the idea that unconscious forces influence human behavior more than conscious and rational forces, despite the fact that clinical experiments on patients' behavior are primarily influenced by unconscious framework, which is made up of three elements.

- The id is a psychic energy source that is innate. It's a form of instant gratification for biological requirements. The id follows the fundamental principle that governs all human existence. The id is a collection of disjointed instrucla tendencies. Different stages of growth and relationships with parental images correlate to distinct id forms of hostility and love, such as dismemberment, swallowing whole, making disappearance, and so on. The pleasure principle is obeyed by the id by instantly decreasing tension, since the id knows and obeys no laws and rules.
- The ego: the id is an unconscious part of human personality, whereas the ego is a conscious part of human personality. The ego is associated with reality and checks the id through logic and intellect. A staring man can control or satisfy his hinder simply by eating images, but reality in satisfying hunter or reducing tension. The ego is the organized realistic portion of the brain that mediates between the id's and the super ego's desire.
- The super ego: the super ego is a set of principles, standards, and ethics that guide and control a person's behavior in society. The conscience of the super ego gives standards and ideals to the ego, allowing it to decide what is good or wrong at any given moment in any particular circumstance. According to society's established norms and standards, the super ego determines if an action behavior is good or bad. As a result, the id seeks pleasure, the ego confirms reality, and the super ego aspires to perfection. Psychoanalytical theory is an analytic examination of the human psyche that outlines the id ego and super ego and is critical to the advancement of psychoanalysis.

1.5.2 Socio-psychological theory:

The socio-psychological theory argues that individuals and society are intertwined, and that via this connection, an individual's personality is formed. Adler Horney Forman and Sullivan contributed to the socio-psychological theory. Because it varies from the classic psychoariaytic theory in the following ways, this theory is sometimes known as neo-freudian theory.

- According to this idea, social factors, not biological iristincts, play a significant role in determining an individual's personality.
- In this case, the motive is conscious, and the person is aware of his or her own needs and desires, as well as the kind of conduct needed to fulfill them. Thus, scholars believe that socio-psychological variables, which include a mix of social family, society, money, religion, and psychological characteristics, have a significant part in forming this personality and influencing his behavior in response to external circumstances.
- Trait theory is a way of looking at how people are wired. The assessment of characteristics, which are described as regular patterns of behavior, thinking, and emotions, is of primary interest to trait theorists.
  i. Trait theory of leadership differentiates leaders from non-leaders by focusing on personal qualities and characteristic.
  ii. Trait theory of leadership sought personality social physical and intellectual traits.
  iii. Trait theory assumes that leaders are born.

1.6 Aspects of Personality Development:

1.6.1 Extraversion: This personality characteristic reflects a person's extroverted or sociable personality. They are often referred to as the life of the party since they love socializing with others, attending social events, and overall being full of life and activity. Those with a low level of extraversion are less outgoing and prefer to be alone. Introverts are less energetic and prefer to be alone. High scorers like interacting with others, are passionate about life, and are highly action-oriented. These individuals are extroverts. Various kinds of professions require different degrees of extraversion, and it will be helpful in jobs involving teaching, sales, and general human contact.

i. *Agreeableness:* This is shown in a person's behavior, which demonstrates compassion, sympathy, warmth, and concern for others. Those who do well on this test are empathic to others and willing to accommodate them. They are also upbeat people. Those who get a low score are self-centered and lack empathy. They seem to be always in rivalry with others, attempting to maneuver their way out of problems rather than cooperating with others. Those that get a high score here want to live in harmony and will put their own interests aside to satisfy others. They think that individuals are trustworthy and honest. Individuals who score high will love team building activities and working together peacefully, while those who score poor will become excellent scientists, critics, or warriors. Sympathy, humility, cooperation, and trust are some of the sub-traits here.

ii. *Openness:* This term refers to a person's willingness to think beyond the box. A high score here indicates that the individual enjoys trying new things. They have a creative streak and are usually open-minded about everything. Others who get a low score are likely to be closed-minded and like regularity[6]. They are averse to change and are very analytical. Those who have an open mind are more likely to enjoy the arts and to think deeply. Individuals with this characteristic may be well-suited to careers in advertising or research, while individuals with a low score may choose occupations that demand regular labor. Imagination, adventure, emotionality, creative interests, intelligence, and liberalism are some of the sub characteristics here.

iii. *Conscientiousness:* This personality characteristic defines how a person manages, regulates, and directs their impulses. Individuals that score well on this personality characteristic are likely to be self-disciplined. Instead of acting on the spontaneity of the moment, they constantly follow a strategy. This allows people to be successful in their endeavors and accomplish their objectives. They are regarded as trustworthy and responsible. They may also be workaholics and perfectionists, making them monotonous and rigid. Achievement-driven, dutifulness, orderliness, self-efficacy, self-discipline, and cautiousness are some of the sub characteristics of this facet. Individuals that possess this characteristic will remain focused on their objectives despite difficulties and hurdles because they think that if they stick to their plan, they will always achieve. They will be able to work in a variety of fields. Their continuous motivating factor is their desire to succeed.

iv. *Neuroticism:* This includes emotional stability as well. It refers to a person's capacity to remain balanced and steady in the face of adversity. A person with a high neuroticism score is more likely to feel unpleasant emotions. Those that score high in emotional stability, on the other side, are less emotional and don't get angry quickly[7]. They are generally peaceful and steady, however this does not imply that they have a lot of pleasant emotions. Neurotic people are emotionally reactive, feeling threatened or getting into poor moods even in regular situations. When they are anxious, they may also find it difficult to think coherently. Most occupations favor individuals with strong emotional stability because they have control over their emotions, while those with poor emotional stability may be distracted by deadlines, personal circumstances, and pressure. Anxiety, anger, sadness, self-consciousness, vulnerability, and immoderation are some of the sub characteristics here.

2. LITERATURE REVIEW

Pratibha. S. Patankar discussed a research on Personality Development[8]. Philosophy, sociology, psychology, technology, and science are all used to support research. Because research is a type of learning, it may be linked to cognitive, emotional, and psychomotor domains of learning, all of which contribute to the acquisition of information, skills, and attitudes, all of which are the foundations of personality development. Research guides who supervise M.Phil. and Ph.D. students may see research as a tool/technique for the development of their students' personalities, in addition to the primary goal of research.

Kasim Tatlilioğlu discussed about the effect on personality development[9]. The purpose of this study is to see whether literature has an impact on individual personality development. "Does literature have an effect on individuals' general harmony level, social cohesion level, personal harmony level, self-actualization level, emotional stability level, neurotic tendencies, psychotic symptoms, family relations, social relations, social norms compliance level, and antisocial tendencies?" During the academic years of 2008 and 2009, this survey was conducted on pupils enrolled in secondary schools in Krşehir, Turkey. The sample was taken from 12 different schools using disproportionate cluster sampling. A total of 168 students participated in the survey, with 14 students from each school chosen at random. The measuring tools utilized were the "Hacettepe Personality Inventory" by zgüven and the "Personal Information Form." Literature has a significant impact on individuals' general, social, and personal harmony, self-actualization, emotional stability and harmony levels of social norms, neurotic and anti-social tendencies, psychotic symptoms, and family relationships, according to the findings of the study; however, literature has a significant impact on their social relationships.

Katharina Geukes et al. discussed the understanding of personal development[10]. While personality is rather stable over time, it is susceptible to change over one's lifetime. Empirical research has discovered patterns of normative and divergent development that are influenced by biological and environmental variables, particular life experiences, and social role investments on a macro-analytical level. However, little is understood about the underlying mechanisms that drive personality development on a micro-analytical level. We provide an integrated state process model of personality development that integrates and extends prior personality process methods. This micro-analytical state viewpoint is included into the well-established macro-analytical understanding of personality characteristic development. Individual variations in (the degree of and contingencies between) state processes are divided into three domains: (1) goals and strategies, (2) actions and experiences, and (3) evaluations and reflections. These process domains form a continuous chain, with each domain influencing state processes in the next domain. Each process domain and its dependents within the succession may vary, indicating normative (in the case of shared development in state processes) and/or differential trait development, respectively (in the case of unique development in state processes). Systematic connections of these macro-level factors to the described micro-level state processes may explain well-established impacts of environmental and biological structures, social roles, age, and life experiences on personality trait development. This integrative, process-based approach is believed to offer a conceptual foundation for empirical research aimed at a complete and fine-grained process knowledge of personality development across time.

3. DISCUSSION

Personality development is the process of forming an ordered pattern of actions and attitudes that distinguishes a person. While personality is rather stable over time, it is susceptible to change over one's lifetime. Empirical research has discovered patterns of normative and divergent development that are influenced by biological and

environmental variables, particular life experiences, and social role investments on a macro-analytical level. However, little is understood about the underlying mechanisms that drive personality development on a micro-analytical level. We provide an integrated state process model of personality development that integrates and extends prior personality process methods. This micro-analytical state viewpoint is included into the well-established macro-analytical understanding of personality characteristic development. Individual variations in (the degree of and contingencies between) state processes are divided into three domains: (1) goals and strategies, (2) actions and experiences, and (3) evaluations and reflections. This paper will be helpful for those people who want to know about personality development. For future work, this paper can be used by researchers for further research on personality development.

4. CONCLUSION

Individual personality differences are universal in the sense that they exist in all human groups. Individual distinctions are undoubtedly rooted in evolutionary history, with individuals chosen for their better adaptability to environmental circumstances. However, an individual's particular personality characteristics, which contribute to individual variations between individuals, are the result of a variety of developmental processes rather than evolution. For researchers and practitioners alike, the developmental study of individual variations in personality offers a rich supply of data for understanding and predicting behavior. There could be no comprehensive analysis or explanation of why individuals frequently act or grow significantly differently under apparently similar environmental circumstances without studying individual variations. Knowledge these distinctions and how they develop is important not just for psychologists' understanding of behavior, but also for parents, teachers, social workers, politicians, and anyone else who works with others. Individual differences are an important element of any comprehensive scientific study of behavior because of its universality and significance for understanding behavior.

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